THE EFFECTS OF REWARD SYSTEM ON THE PERFORMANCE OF GOVERNMENT EMPLOYEES WITH REFERENCE TO NANDED DISTRICT

The Research Proposal for Ph.D. Submitted in MANAGEMENT SCIENCE To

SWAMI RAMANAND TEERTH MARATHADA UNIVERSITY, NANDED

Researcher

Dr. RAJESH GANPATRAO PAWDE

[M.A.(Eng,Soc,Psy), LLB, M.Ed., MSW, M.B.A., M.Phil, SET, Ph.D.(Education)]

Research Guide

Dr. NILESH DATTATRAYA SHINDE

Assistant Professor

SSBES' ITM, Nanded

Research Centre

School of Comm. & Management Science, SRTMU, Nanded

February 2022

THE EFFECTS OF REWARD SYSTEM ON THE PERFORMANCE OF GOVERNMENT EMPLOYEES WITH REFERENCE TO NANDED DISTRICT

1. Introduction of proposed research:

Human being works for his better living in life. Salary gives him satisfaction to work hard. If reward offered, he will work hard more than regular. The reward is a spark to motivate and work with full interest. The performance of employees is average in regular situation but when superior offers something extra to the better performance, all employees concentrate on the work i.e. speed with accuracy. The notice, punishment can break the performance but reward gives the motivation to employees in private and government sector also.

2. Literature review of the proposed topic:

Many studies stated that institutions use reward system to increase the performance of employees. Here are some studies related to the topic.

1) **The Impact of Reward on Employee Performance: with Special Reference to ElectriCo.**

-Ms. Waruni Ayesha Edirisooriya,
Kandy, Sri Lanka (2020)

Human resource provides the basis for an organization to achieve sustainable competitive advantage. Attracting and retaining competent workforce is a challenging task for every organization. It is illustrious that employee performance can be improved when employees are motivated to achieve their goals. Based on the findings of this study, it can be recapitulated that employee reward package plays a significant role in employee perfromence. It means that reward is directly proportion to employee performance. The changes in rewards directly affect to the changes of the employee performance. Hence, rewards offered to employees in ElectriCo are increased, and then there would be an equivalent enhancement in work motivation and employee performance. ElectriCo is a public sector service organization which operates in a competitive environment. In order to attract and retain their workforce, ElectriCo needs to make improvements in their existing reward system by integrating reward strategy with human resource strategy. Moreover, ElectriCo has to consider reward as a performance motivator and a part of organization's business strategy. The study concludes that reward plays a vital role in employee performance in ElectriCo.

2) Effect of Reward System on Employee Performance among Selected Manufacturing Firms in the Litoral Region of Cameroon

Walters T. Ngwa, University of Nigeria
Bamidele S. Adeleke, LadokeAkintola University of Technology
Emmanuel K. Agbaeze, University of Nigeria
Nwanneka C. Ghasi, University of Nigeria
Benedict O. Imhanrenialena, University of Nigeria
Academy of Strategic Management Journal (Print ISSN: 1544-1458; Online ISSN: 1939-6104)
Research Article: 2019 Vol: 18 Issue: 3

There is a consensus of opinion on the link between reward systems and employee performance. This link creates an opportunity for employers to use reward system as a motivating factor to fine-tune employee behaviour towards efficiency and effectiveness. It is an opening for management to improve upon employee productivity by ensuring that a reward system fairly rewards the right person to make employees feel that the firm appreciates them and that reward belongs to the persons performing their task with success and with excellence discipline. Reward appeals differently to employees as such employee commitment to organizational objectives can be achieved through the use of an appropriate reward system. These systems serve as a motivating factor to improve employees' loyalty to organizational goals and target. Efficient reward system provides moral incentives which can be linked practically with some level of performance so as to distinguish excellent employees according to their performances as a means of improving employee performance. Such systems ensure that rewards are fair and recognize individual performances of employee both at their jobs and groups as a means of enhancing performance.

3) There are different parts of a reward system. The first include the monetary part which is the most common part of every reward system. It is not necessarily the most important part of the system but has a high motivating impact on employee performance. It is the financial part of reward (Merchant, 2007).

3. Gaps in the existing research:

The researcher will try to study the unsolved issues in previous studies.

4. Statement of proposed problem:

Researcher try to find is there is effect of reward system on the performance of employees though the research THE EFFECTS OF REWARD SYSTEM ON THE PERFORMANCE OF GOVERNMENT EMPLOYEES WITH REFERENCE TO NANDED DISTRICT.

5. Scope of research work:

1) This research is limited to area of Nanded only.

2) This research includes the employees in the office only.

3) This research is limited to area of reward system in offices only.

4) This research is limited to the relationship between employee performance and rewards.

6. Relevance of the research work:

From this research will help employers to understand the psychology of the employees about work and reward system. The research is related to socially, locally, regional needs, National requirement and international importance for creating motivation among employees.

7. Significance of proposed problem:

The research will help to understand the impact of reward system on the employees' mind and output of work done by employees.

8. Objectives of the proposed research:

1) To identify the relationship between employee performance and rewards.
2) To explain the effectiveness of existing reward system.
3) To suggest suitable recommendation to make current reward system more effective.
4) To study the effect of extrinsic rewards on employee performance.
5) To study the effect of intrinsic rewards on employee performance.

9. Hypotheses/Assumptions:

$H0_1$: There is no positive relationship between extrinsic rewards and employee performance.

$H0_2$: There is a significance relationship between extrinsic rewards and employee performance.

$H0_3$: There is no positive relationship between intrinsic rewards and employee performance.

$H0_4$: There is a significance relationship between intrinsic rewards and employee performance.

10. Research Methodology:

Research Methodology is a systematic method of discovering new facts or verifying old facts, their sequence, inter-relationship, casual explanation and the Natural laws which governs them. Research Methodology explained by Redman and Mory are as follows Systematized effort to gain new knowledge, Research Methodology is original contribution to the existing stock of knowledge, making for its advancement.

a) Methods of Research :

In this research the researcher will use survey method and evaluated above statement of problem.

b) Sampling Design :

A population is a group of individual that have one or more characteristics in common that are interest to the researchers. Population value inferred from a statistic is parameters.The population might be all the individual of a particular type or more restricted part of that group.

A sample is a small proportion of a population selected for the observation and analysis. Sampling is fundamental of all statistical methodology of behavioral and social research. Sampling is the part strategy of research. It has acquired the status of the technical job.

100 offices and 5000 staff from Nanded district will be population of the research. The researcher will select the 20 government offices and 200 employees from Nanded district

as sample by purposive sampling method. 20 Class one officers, 30 Class two officers, 75 Class three employees and 75 Class four employees will be the research sample.

c) Research design

In Research Methodology the data plays an important role. The data will be collected by questionnaire and analyzed through chi-square, percentage and state the result.

d) Methods of data collection

The Data is divided in two parts:

i) Primary Data

ii) Secondary Data

i) Primary Data:

Questionnaire :

Primary data is the data, which will be collected directly information received through drafting a questionnaire. The researcher will use self designed questionnaire for the purpose of data collection and collect the data from 200 employees.

Interview :

The researcher will take interview of 20 Class one officers, 30 Class two officers, 75 Class three employees and 75 Class four employees who works under the supervision.

ii) Secondary Data:

Secondary data is the data, which will be collected from the various books and material, reports, and internet etc.

e) Methods of data analysis :

Information collected through the questionnaire will be analyzed with frequency distribution and percentage table.

11. Chapter Scheme:

The whole research will be divided into five chapters as follows.

Chapter I – **INTRODUCTION**

Chapter II – **REVIEW OF RELATED LITERATURE**

Chapter III – **RESEARCH METHODOLOGY**

Chapter IV – **ANALYSIS AND INTERPRETATION OF DATA**

Chapter V – **SUMMARY, CONCLUSIONS & RECOMMENDATIONS**

12. Expected outcome:

The researcher will create the questionnaire and interview for the employees and collect the response for research. The researcher analyze the data through percentage and state the result though the reward system is running in the office and how it impact on the work flow of employees. The researcher will explain the relationship between employee performance and rewards. The researcher will explain the effectiveness of existing reward system. The researcher will suggest the positive and negative aspects of the reward system in the office. The researcher will suggest suitable recommendation to make current reward system more effective.

13. Plan of work (Time schedule of activity):

Sr.No	Proposed Work	Duration (Month/Year)
1)	REVIEW OF RELATED LITERATURE	6 Months (Oct 2022)
2)	MAKING QUESTIONNAIRE AND SELECT SAMPLE	6 Months (April 2023)
3)	COLLECTION OF DATA	6 Months (Oct 2023)
4)	ANALISIS OF COLLECTED DATA	6 Months (April 2024)
5)	CORRECTION AND FINILIZE THE THESIS	6 Months (Oct 2024)
6)	PRINTING AND BINDING	6 Months (April 2025)

Researcher ***Research Guide***

Dr. RAJESH GANPATRAO PAWDE
[M.A.(Eng,Soc,Psy), LLB, M.Ed.,
MSW, M.B.A., M.Phil, SET, Ph.D.(Education)]

Dr. NILESH DATTATRAYA SHINDE
Assistant Professor
SSBES' ITM, Nanded

14. References and Bibliography:

1) Aguinis, H. *(2009).* Performance management*. Upper Saddle River, N.J: Pearson Prentice Hall.*

2) Ahindo, M. *(2008). The impact of work context on the prediction of job performance.* British Journal of Management, 16*, 231-244.*

3) Amstrong, O. *(2007). The role of human resources and their management in the establishment of sustainable competitive advantage.* Work Humanism, 5 *(5), 18-32.*

4) Torrington, D., & Hall, L. *(2006).* The oxford handbook of human resource management*. London: Oxford University Press.*

5) Thomson, O., &Rampton, M. *(2003). Detrimental effects of reward.* American Psychologist*,* 51 *(11), 1153-1166.*

6) Luthans, F *(2002).Organizational Behaviour (9th ed) Boston: McGraw-Hall*

7) Ivancevich, J.M. *(2001). Human Resource Management (8th ed). New Yoke: McGrew-Hall.*

8) Ajila, C.O. *(1997). Job motivation and attitude to work as correlates of productivity among workers in manufacturing companies in Lagos State, Nigeria. Unpublished Ph.D. thesis submitted to the Department of Psychology O.A.U Ile Ife, Osun State.*

9) Pratheepkanth, P. *(2011). Reward system and its impact on employee motivation in Commercial Bank of Sri Lanka Plc., In Jaffna District.* Global Journal of Management and Business Research, 11 *(4), 0975-5853.*

10) Puwanenthiren, P. *(2011). Capital structure and financial performance: Evidence from listed business companies in Colombo stock exchange Sri Lanka.* Journal of Arts, Science & Commerce*,* 2*, 34-45.*